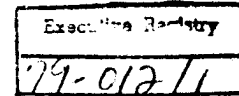


CONFIDENTIAL



11 January 1979

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Deputy Director of Central Intelligence

FROM : [redacted]  
Federal Women's Program Manager

25X1

SUBJECT : Employment of Women at Grades GS-11 and Above [redacted]

25X1

1. Attached is a proposed response to the DDO as you requested. [redacted]

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2. As background to proposed paragraph 2, there is some concern on the part of specialists that the lack of broad field and operational experience unduly influences panel rankings, contrary to established guidelines for specialists. This attitude militates against outside hires. An example is the EEO complaint case of [redacted] which is about to be forwarded for final Agency decision. [redacted]

25X1

3. As background to proposed paragraph 3, under the Agency EEO Plan, each Directorate is to forward to the Office of EEO a plan describing how it intends to increase the numbers of professionals to 20 percent women, 5 percent black and 2 percent Hispanic. These plans will be forwarded to the DDCI by 31 March. Female outside hires could be included in this plan. [redacted]

25X1

[redacted]  
Federal Women's Program Manager

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